

AFFIRMATIVE ACTION: AN AGENCY-WIDE PERSPECTIVE

When the 2007-2009 Plan was created, DSHS had 477 job titles that were then divided into 30 job groups according to job position titles with similar or same occupational skills, education, and salary range. The 30 job groups are:

- Executives, Financial Analysts, Nursing Care, Program Manager Coordinator, Psychologists, Recreation Leaders, Rehabilitation Counselors, Disability Determination Services Adjudicators, Generic Enforcement Officer, Support Enforcement Officer, Investigator, Physicians, Social Workers, Fiscal Managers, Generic Professional 1, Generic Professional 2, Generic Medical Professional, Financial Services Specialists, Computer Analyst/Programmer, Social & Health Services Technicians, Generic Technicians Eligibility, Generic Technicians, Nursing Technicians, General Community Services, Generic Paraprofessionals, Counselor/Mental Health Technicians, Office Clerical, General Skilled Craft, and Service & Maintenance.

The U.S. Department of Justice and WA State Department of Personnel require DSHS to combine the 30 job groups and submit the agency's affirmative action data rolled into the following seven categories:

- **Officials, Professionals, Technicians, Protective Services, Administrative Support, General Skilled Craft, Service & Maintenance**

The 2009-2011 Plan update will feature the same 30 job groups but with a reduction of job titles that have been changed, deleted and re-classified through class consolidation by the Dept. of Personnel.

The following 2007-2009 DSHS AA & EEO Goals form is the result of the agency's collective efforts toward achieving affirmative action. The results of whether affirmative action goals still need to be achieved is indicated under "**SET GOAL**" by the terms "**MET**" or "**YES**". To clarify these terms and their impact on the seven categories are:

- **UTILIZATION** – Current (as of 2/5/2007) number of staff in each job group listed by affirmative action affected group composition.*
- **AVAILABILITY** – WA State workforce queried by region (rolled up to state totals), with the same job titles, education, skills and salary range as those within the DSHS job groups.*
- **MET** – Affirmative action goals have been achieved for affected group members within this job category.*
- **YES** – Disparity exists for affected group members within this job category and affirmative action goals need to be established.*

An important part of interpreting the results of this data is to understand there are job groups within the 7 job categories where disparity exists, even when the collective category results indicate affirmative action goals have been "**MET**". The explanation for this is some job groups may contain a higher percentage of affected group members than others and give the appearance that all job groups within that job category experience parity.

**See Methodology and Plan Construction for further details.*

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DSHS 2007-2009 AA & EEO GOALS

1 - OFFICIALS

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	1800	54.6	16.1	3.1	1.3	8.6	2.9	5.6	0.6	5.3
Availability Average		62.6	17.4	4.9	2.1	6.3	4.4	9.1	1.1	6.2
SET GOAL?		MET	MET	MET	MET	YES	MET	YES	YES	YES

2 - PROFESSIONALS

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	8303	64.2	24	8.7	2.2	7.9	5.1	4.3	0.03	4.7
Availability Average		59.2	16.9	4.4	2	6.6	3.7	9.1	1.1	6.2
SET GOAL?		MET	MET	MET	MET	MET	MET	YES	YES	YES

3 - TECHNICIANS

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	537	78.2	25.1	11	1.3	10.6	2.2	3.2	0	3.2
Availability Average		81.9	21	7.4	1.4	7.8	4.6	9.1	1.1	6.2
SET GOAL?		YES	MET	MET	YES	MET	YES	YES	YES	YES

4 - PROTECTIVE SERVICES SWORN (JRA Security Officers, etc)

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	404	29	36	20	24.8	6.4	7.4	14.1	1	4.2
Availability Average		38.8	26.2	6.9	3.8	9.3	7.5	9.1	1.1	6.2
SET GOAL?		YES	MET	MET	MET	YES	YES	MET	MET	YES

6 - ADMINISTRATIVE SUPPORT

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	3494	78	24.7	6.5	2.5	7.3	8.4	4.6	0.3	7.1
Availability Average		77.2	17.2	5	2.1	6.1	5.9	9.1	1.1	6.2
SET GOAL?		MET	MET	MET	MET	MET	MET	YES	YES	MET

7 - GENERAL SKILLED CRAFT

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	1500	7.2	12	4.4	1	3.4	3	19.2	0.06	7.5
Availability Average		11.1	16.4	3.1	2.2	4.8	6.4	9.1	1.1	6.2
SET GOAL?		YES	YES	MET	YES	YES	YES	MET	YES	MET

8 - SERVICE & MAINTENANCE

	Total	Women	Minority	Black	Nat. Amer	Asian/PI	Hispanic	Viet Vet	Dis Vet	Disabled
Current Utilization	636	47.7	31.4	14.6	1.6	9.7	5.5	5	0.05	5.8
Availability Average		61.5	33.2	14.5	3.7	14.8	7.6	9.1	1.1	6.2
SET GOAL?		YES	YES	MET	YES	YES	YES	YES	YES	YES

Special Note: DSHS' total permanent employee population in the + 40yrs age group is 74.5%

data source: Washington State Census 2000 EEO Data Tool, Census 2000 Occupational Code, Census 2000 State and Local Occupation Group used for external "Availability" data. DSHS' RDA's Affirmative Action Report 2/05/2007 information extracted from the HRMS Business Warehouse is used for internal "Current Utilization" data. RDA's GAP9 file 7/5/07 - 12,403 permanent employees age 40 or over out of 16,651 total permanent employees.

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